

## EMPLOYMENT

Individual entrepreneur Abeuov, hereinafter referred to as "Employer", represented by CEO , acting on the basis of license, on the one hand, and , **JAMAL MIAH 30/01/1989 passport number A13780253** , hereinafter referred to as "Employee", on the other hand have entered into this agreement as follows:

### 1. THE SUBJECT OF THE AGREEMENT

- 1.1. The Employer instructs, and the Employee assumes the performance of labor duties as a tailor at factory.
- 1.2. The work under this contract is the main one for the Employee.
- 1.3. The place of work of the Employee at the address: is **str. Saliev 180, Bishkek, Kyrgyzstan.**
- 1.4. In order to verify the compliance of the Employee's qualifications with the position held, his relationship to the work assigned to the Employee, a probationary period of one months from the start of work specified in clause 2.1 of this contract is established.
- 1.5. The work of the Employee under this contract is carried out under normal conditions. Labor duties of the Employee are not related to the performance of heavy work, work in areas with special climatic conditions, work with harmful, dangerous and other special working conditions.
- 1.6. The employee reports directly to supervisor.

### 2. TERM OF THE CONTRACT

- 2.1. The employee must begin to perform his labor duties from **JULY 2023**
- 2.2. This agreement is concluded for 36 month.

### 3. CONDITIONS OF PAYMENT OF THE EMPLOYEE

- 3.1. For the performance of labor duties, the Employee is set an official salary **440 USD** per month
- 3.2. Wages are paid to the Employee by issuing cash at the Employer's cash desk (or: by transferring to the Employee's bank account) every month on the day established by the internal labor regulations.
- 3.3. Deductions may be charged from the Employee's salary in cases stipulated by the legislation of the Kyrgyz Republic.

### 4. MODE OF WORKING TIME AND REST TIME

- 4.1. The employee has a six-day workweek with one day off.
- 4.2. Starting time and Closing time: negotiated with employee for 12 hours daily
- 4.3. During the working day, the Employee is given a break for rest and meals from 12:00 pm. until 13:00, which is not included in working hours.

The right to use the leave for the first year of work arises for the Employee after 12 months of his continuous work with this Employer. By agreement of the parties, paid leave may be granted to the Employee even before the

expiration of 12 months.

4.4. For family reasons and other valid reasons, the Employee, based on his written application, may be granted leave without pay for the duration established by the labor legislation of the Kyrgyz Republic and the Internal Labor Regulations.

## **5. RIGHTS AND RESPONSIBILITIES OF THE EMPLOYEE**

5.1. The employee is responsible:

- perform sewing operations on machines or manually for sewing products from various materials;
  - control the quality of the cut, the matching of the accessories to the color and purpose of the product;
  - eliminate thread breaks;
  - change spools;
  - adjust thread tension and stitch frequency;
  - control the color matching of parts, products, applied materials, threads;
  - To eliminate minor problems in the operation of serviced machines;
- 5.1.1. Comply with the Internal Labor Regulations and other local regulations of the Employer.
  - 5.1.2. Observe labor discipline.
  - 5.1.3. Comply with labor protection and labor safety requirements.
  - 5.1.4. Take care of the property of the Employer and other employees.
  - 5.1.5. Immediately notify the Employer or immediate supervisor about the occurrence of a situation that poses a threat to the life and health of people, the safety of the Employer's property.
  - 5.1.6. Do not give interviews; do not hold meetings and negotiations regarding the activities of the Employer, without prior permission from the management.
  - 5.1.7. Do not disclose information constituting a trade secret of the Employer. Information that is a trade secret of the Employer is defined in the Regulations on Trade Secrets.
  - 5.2. The employee has the right to:
    - 5.2.1. Providing him with the work stipulated by this contract.
    - 5.2.2. Timely and in full payment of wages in accordance with their qualifications, complexity of work, quantity and quality of work performed.
    - 5.2.3. Rest, including weekly days off, non-working holidays.
    - 5.2.4. Compulsory social insurance in cases stipulated by laws.
    - 5.2.5. Other rights established by the current legislation of the Kyrgyz Republic.

## **6. RIGHTS AND RESPONSIBILITIES OF THE EMPLOYER**

- 6.1. The employer is responsible:
  - 6.1.1. Comply with laws and other regulatory legal acts, local regulations, the terms of this agreement.
  - 6.1.2. Provide the Employee with the work stipulated by this agreement.
  - 6.1.3. Provide the Employee with equipment, technical documentation and other means necessary for the performance of his job duties.
  - 6.1.4. Pay in full the wages due to the Employee within the time limits established by the Internal Labor Regulations.
  - 6.1.5. Provide for the daily needs of the Employee related to the performance of their labor duties.
  - 6.1.6. Carry out compulsory social insurance of the Employee in the manner prescribed by law.
  - 6.1.7. Fulfill other duties established by the current legislation of the Kyrgyz Republic.
- 6.2. The employer has the right:
  - 6.2.1. Encourage the Employee for conscientious efficient work.
  - 6.2.2. Require the Employee to fulfill the labor duties specified in this

agreement, respect the property of the Employer and other employees, and comply with the Internal Labor Regulations.

6.2.3. Bring the Employee to disciplinary and financial liability in the manner prescribed by the current legislation of the Kyrgyz Republic.

6.2.4. Adopt local regulations.

6.2.5. Exercise other rights provided for by the current legislation of the Kyrgyz Republic, local regulations.

## **7. EMPLOYEE SOCIAL INSURANCE**

7.1. The employee is subject to social insurance in the manner and on the terms established by the current legislation of the Kyrgyz Republic.

## **8. RESPONSIBILITY OF THE PARTIES**

8.1. In case of non-fulfillment or improper fulfillment by the Employee of his duties specified in this agreement, violation of labor legislation, the Internal Labor Regulations of the Employer, other local regulations of the Employer, as well as infliction of material damage to the Employer, he bears disciplinary, material and other liability in accordance with the labor legislation of the Kyrgyz Republic.

## **9. TERMINATION**

9.1. This employment contract may be terminated on the grounds provided for by the current labor legislation of the Kyrgyz Republic.

9.2. The day of termination of the employment contract in all cases is the last day of work of the Employee.

## **10.FINAL PROVISIONS**

10.1. The terms of this employment contract are confidential and not subject to disclosure.

10.2. The terms of this employment contract are legally binding on the parties from the moment it is signed by the parties. All changes and additions to this employment contract are formalized by a bilateral written agreement.

10.3. Disputes between the parties arising from the performance of an employment contract are considered in the manner prescribed by the current legislation of the Kyrgyz Republic.

10.4. In all other respects that are not provided for by this employment contract, the parties are guided by the legislation of the Kyrgyz Republic governing labor relations.

10.5. The Agreement is made in two copies, having the same legal force, one of which is kept by the Employer, and the other by the Employee.

## **12. DETAILS:**

**UMAR TEXTILE LTD**  
**120 str. Osmonov, Bishkek,**  
**Kyrgyzstan Individual #:**  
**21507199000486**

**JAMAL MIAH**  
**30/01/1989**  
**DHAKA, Bangladesh**  
**Passport #:**  
**A13780253**  
**Date of issue**  
**21/01/2024**  
**Date of expire**  
**20/01/2034**



